



Gender Pay Gap Report 2017

Introduction

As a business, we pride ourselves in our ability to attract, develop, and retain a diverse range of talent across all our hotels. We value the diversity of our dedicated workforce, and see as key to our success a commitment to equal opportunities and equal treatment for all employees.

Background

This report outlines the gender pay gap for Britannia Hotels Payroll Limited. All statistics have been compiled in line with the legislation using the “snapshot date” of 5 April 2017. This report reflects the average paid to males and females across our business. It’s not a comparison of pay rates for males and females doing work of equal value.

Statutory Disclosure

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2017. I confirm that the calculations provided are accurate and meet the requirement of the legislation.


Robert Ferrari

Director

25/4/18

**BRITANNIA
HOTELS
PAYROLL
LIMITED**

We have an exceptionally low mean gender pay gap of 1.9% and a zero median gender pay gap which compares very favourably against the Office for National Statistics UK averages of 17.4% and 18.4%, respectively. While this result is considerably better than national and industry average, we are passionately committed to reduce the gap even further.

Overall, a slightly higher proportion of our male employees received bonus payments compared to females. Our average bonus pay for males was higher, this result highlights the need to continue to focus on improving female representation across all disciplines of in the organisation.

We have a relatively higher proportion of female employees in the lower quartiles. The upper quartiles are skewed towards male employees.

Britannia Hotels Payroll Limited

Mean pay gap
1.9 %
 • Industry standard - Accomodation & Food Sector 11.2% (ONS data - 2017)

Median pay gap
0.0%
 • Industry standard - Accomodation & Food Sector 5.4% (ONS data - 2017)

MEN on bonuses
 40%

WOMEN on bonuses
 38%

Mean bonus pay gap
 12.3%

Median bonus pay gap
 21.7%

Gender Distribution by Pay Quartile

